Equality between women and men in the EU

Fields marked with * are mandatory.

About you

*Are you replying to this consultation in a professional capacity and/or on behalf of an organisation

- (x) Yes
- ( ) No

Which organisation?

Government of the Netherlands
Ministry of Education, Culture and Science – Gender Equality and LGBT Equality Department

*What type of organisation is this?

- ( ) NGO women's rights organisation
- ( ) NGO men's organisation
- ( ) NGO youth organisation
- ( ) European institution
- (x) EU Member State government
- ( ) Regional/Local authority
- ( ) National government outside the EU
- ( ) Academic institution
- ( ) Media
- ( ) International organisation
- ( ) Social partner organisation
- ( ) Equality body organisation
- ( ) Other

Please specify

What is your function/position within the organisation?

Which country do you work in?

- ( ) Austria
- ( ) Belgium
- ( ) Bulgaria
- ( ) Croatia
- ( ) Cyprus
- ( ) Czech Republic

- ○ Denmark
- ○ Estonia
- ○ Finland
- ○ France
- ○ Germany
- ○ Greece
- ○ Hungary
- ○ Ireland
- ○ Italy
- ○ Latvia
- ○ Lithuania
- ○ Luxembourg
- ○ Malta
- ◉ Netherlands
- ○ Norway
- ○ Poland
- ○ Portugal
- ○ Romania
- ○ Slovakia
- ○ Slovenia
- ○ Spain
- ○ Sweden
- ○ United Kingdom
- ○ Other (please specify)

Please specify the country

Which country do you live in?

- ○ Austria
- ○ Belgium
- ○ Bulgaria
- ○ Croatia
- ○ Cyprus
- ○ Czech Republic
- ○ Denmark
- ○ Estonia

- [ ] Finland
- [ ] France
- [ ] Germany
- [ ] Greece
- [ ] Hungary
- [ ] Ireland
- [ ] Italy
- [ ] Latvia
- [ ] Lithuania
- [ ] Luxembourg
- [ ] Malta
- [x] Netherlands
- [ ] Norway
- [ ] Poland
- [ ] Portugal
- [ ] Romania
- [ ] Slovakia
- [ ] Slovenia
- [ ] Spain
- [ ] Sweden
- [ ] United Kingdom
- [ ] Other (please specify)

*Please specify the country

Questionnaire

*The current European Commission Strategy on equality between women and men sets the following priorities:
Equal economic independence
Equal pay for equal work and work of equal value
Equality in decision-making
Dignity, integrity, and an end to gender-based violence
Gender equality in external relations
Horizontal issues of gender roles and legislation

Do you consider these priorities to still be valid for the Commission's work on equality between women and men after 2015?

- [x] Yes
- [ ] No
- [ ] Partially

- [ ] Other
- [ ] Don't know

Please specify
Text of 1 to 200 characters will be accepted (still 1 more characters expected)

Here is a list of inequalities which men or women can face. In your opinion, which of them should be dealt with most urgently?
at most 2 choice(s)

- [ ] Facing prejudice because of preconceived ideas about the image and role of women and men
- [ ] The unequal sharing of caring and household tasks between men and women
- [ ] Harassment faced by women, e.g. on public transport, in the street, and online
- [ ] The small number of women in positions of power in politics and businesses
- [x] The low employment rate of women
- [ ] Women being paid less than men for the same work or work of equal value
- [ ] Women being more likely than men to live in poverty
- [ ] Women receiving lower pension benefits than men
- [ ] The specific issues faced by women who are single parents
- [x] Gender-based violence
- [ ] Men having a lower life expectancy than women
- [ ] Boys having a higher school drop-out rate
- [ ] Women being more discriminated against than men in the workplace
- [ ] Widespread violation of women's rights worldwide
- [ ] None
- [ ] Don’t know
- [ ] Other

Please describe briefly

Economic independence of women is a priority for the Netherlands. This is also related to combatting VAW.

In your opinion, is there any specific group of women and men that requires more focused attention in the Commission's efforts to ensure equality between women and men?
at most 2 choice(s)

- [ ] Young women and men
- [ ] Elderly women and men
- [ ] Women and men with disabilities
- [ ] Migrant women and men
- [ ] Single parents
- [ ] Working parents with young children

- [ ] Women and men belonging to minorities (e.g. Roma)
- [x] None of these groups should be targeted specifically
- [ ] Don't know
- [x] Other

Please describe briefly

If a specific group should be targeted, then the protection of LBTI women and persons.

*In your opinion, on what actions should the Commission focus to ensure equality between women and men?
at most 2 choice(s)

- [ ] Improving data collection and monitoring
- [ ] Enforcing and monitoring existing legislation
- [ ] Introducing legislation
- [x] Strengthening cooperation and coordination on gender equality policy at EU level
- [ ] Providing funding
- [ ] Facilitating European Networks
- [x] Providing fora for mutual exchange of practices
- [ ] None
- [ ] Don’t know
- [ ] Other

Please describe briefly

The EU should focus on cooperation and coordination and on mutual exchange.

Women in the labour market
One of the EU’s objectives is to increase the number of women in the labour market. In your opinion, what are the most effective ways to achieve this?
at most 2 choice(s)

- [ ] Increasing flexible work arrangements and/or part-time work for women and men
- [ ] Making child care more accessible, more affordable, and/or of better quality
- [ ] Improving women's access to jobs traditionally held by men
- [ ] Improving women's access to better paid jobs
- [ ] Making sure women earn the same as men for the same work or work of equal value
- [x] Making sure it is beneficial financially for women to work (by changing rules on taxes and social benefits)
- [ ] Making it easier for women and men to combine a job with household and care responsibilities
- [ ] Making sure that recruitment procedures do not discriminate against women
- [ ] Making employers aware of the benefits of employing and promoting women
- [ ] Preventing discrimination of female workers, e.g. dismissals for being pregnant
- [ ] Provide for more targeted active labour market measures for specific groups of women (e.g. migrants, women returning from maternity/parental leave, etc.)

- [ ] Improving both formal institutional and home-care services (for dependant and elderly people) as well as support to informal carers
- [ ] Making jobs in innovative sectors, such as the digital sector, more accessible to women
- [ ] None
- [ ] Don't know
- [x] Other

Please describe briefly

1. Beneficial financial for women to work: Priority for the Netherlands is: "werk moet lonen" ("Work should pay")
2. Awareness raising: economic empowerment of women to be economic independent.

Caring activities

What should be done to encourage a more equal sharing of caring activities (housework, caring for children and/or dependents) between women and men?
at most 2 choice(s)

- [ ] Introducing compulsory paternity leave
- [ ] Improving the pay of parental leave
- [ ] Making sure men are not discriminated against if they take leave to care for dependents and/or children
- [ ] Improving the quality and pay of part-time work to make it a valid career option for both women and men
- [ ] Promoting jobs in the care sectors as a valid career option for men
- [x] Changing men's and boys' attitudes towards caring activities (housework, caring for children and/or dependents)
- [ ] Support the involvement of men in pro-feminist movements and support male organisations promoting gender equality
- [ ] None
- [ ] Don't know
- [ ] Other

Please describe briefly

Awareness raising campaigns as #stajijjevrouwtje and to facilitate (online) discussions.

In your opinion, which of the following actions would add most value in addressing the growing needs in terms of elderly and dependent care which impact the work-life balance of women and men?
at most 2 choice(s)

- [ ] Introducing carer's leave
- [ ] Making institutional care more accessible, more affordable and better quality
- [ ] Making formal care at home more accessible
- [ ] Improving support to informal carers
- [x] Promoting innovative, less labour-intense solutions in elderly and dependent care
- [ ] Improving working and pay conditions in the care sector
- [ ] None

- [ ] Don’t know
- [x] Other

Please describe briefly

Increase private participation combined with a flexible working environment.

Violence

*Which of the following policy actions should the Commission prioritise in combating gender-based violence in the EU?

at most 2 choice(s)

- [ ] Data collection and research on root causes, consequences and costs
- [ ] Training police officers and others coming into contact with women at risk
- [ ] EU accession to the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)
- [ ] Funding grassroots projects by civil society organisations
- [ ] Supporting EU wide networks
- [x] Awareness-raising campaigns
- [x] Exchanges of good practice among Member States
- [ ] None – Member States should address gender-based violence by themselves
- [ ] Don’t know
- [ ] Other

Please describe briefly

EU policy-making

*In which of the following EU policy areas do you think a gender perspective should be better integrated?

at most 2 choice(s)

- [ ] Asylum & migration
- [ ] Cohesion
- [ ] Development cooperation & external relations
- [ ] Digital agenda
- [ ] Economic and financial
- [ ] Education
- [x] Employment and social
- [x] Health
- [ ] Research
- [ ] None
- [ ] Don’t know
- [ ] Other

Please describe briefly

1. Employment and Social: EU2020 Strategy

2. Women and Health is an upcoming policy area in the Netherlands and also in other EU member states.

What, based on your experience, are the measures that have the most impact on improving gender mainstreaming within large public administrations, including the European Commission?
at most 2 choice(s)

- [ ] Gender budgeting
- [ ] Mandatory training on gender equality for Commission staff
- [ ] Mandatory training on gender equality for high-level EU decision makers
- [x] Integrating the gender perspective better into impact assessments
- [ ] Setting targets for each policy area and monitor results
- [ ] More role models amongst EU managers showing that a better work-life balance is possible
- [ ] None
- [ ] Don’t know
- [ ] Other

Please describe briefly

Good partnership with all stakeholders is key to ensure equality between women and men. Which stakeholders do you believe are most important to ensure equality between women and men?
at most 2 choice(s)

- [ ] Social partners
- [x] Governments of the EU countries
- [ ] EU institutions
- [ ] Women’s rights organisations
- [ ] Men's organisations
- [ ] Youth organisations
- [ ] International organisations
- [ ] None
- [ ] Don't know
- [x] Other

Please describe briefly

Parliaments of the EU member states.

Any other comments
If you have any additional comments and/or suggestions to improve equality between women and men in the EU, feel free to use the open box below.
1500 character(s) maximum (1500 characters left)

The Netherlands welcomes the Commission’s attention and thoughts for EU gender equality policy after the current Gender equality Strategy 2010-2015 and also supports the Commission’s intentions for a comprehensive EU LGBTI policy initiative. The Netherlands welcomes these initiatives and is open to study any proposal in which the Commission would integrate it.